

**Chapter 15 Contents:**

A, B .....	15-2
C .....	15-3
D .....	15-4
E .....	15-5
F, H .....	15-6
I, J .....	15-7
L, M, N.....	15-8
O, P .....	15-9
R .....	15-10
S .....	15-11
T .....	15-13
V, W .....	

This glossary is intended to help participating employers understand the terms used throughout this handbook. Unless stated otherwise, the definitions and explanations provided relate primarily to the uses of such terms under the FRS Pension Plan, as administered under Part I of Chapter 121, Florida Statutes.

**NOTE:** Within definitions, terms printed in **blue** are separately defined in this glossary.

# A

**Actuarial** or **Actuary** – An adjective describing statistical elements, assumptions, and techniques used by actuaries. An “actuary” is an expert who computes insurance or pension risks and plan costs based upon plan membership, experience, and other factors. Actuaries determine the level of funding required to provide the **benefits** promised under the **FRS Pension Plan**.

**Administrator** – The person charged with the responsibility and authority for administering the FRS. (For information on the administrative responsibilities of the Division of Retirement, see the Introduction to this handbook.)

**Annual Compensation** – The total compensation paid a **member** during a **fiscal year**. A year is 12 continuous months.

**Annual Leave Payment** or **Accumulated Annual Leave Payment** – Any payment, made either during an employee’s employment or at **termination** or retirement, for leave accrued during the employee’s career that was intended, but never utilized by the employee, for personal use. A maximum payment for 500 hours of such annual leave may be considered in the calculation of **average final compensation** for retirement purposes under the **FRS Pension Plan**. (See Chapter 2, Part I, section A.)

**Average Final Compensation** or **AFC** – For members initially enrolled before July 1, 2011, the average of the five highest **fiscal years** of a member’s **compensation** for **creditable service** prior to retirement, **termination**, or death. For members initially enrolled on or after July 1, 2011, the average of the eight highest **fiscal years** of a member’s **compensation** for **creditable service** prior to retirement, **termination**, or death. This figure is a key factor in calculating **benefit** amounts under the **FRS Pension Plan** (see Chapter 9, Part II).

# B

**Beneficiary** – The **joint annuitant** or any other person, organization, estate, or trust fund designated by the **member** to receive a retirement **benefit**, if any, which may be payable upon the member’s death (see Chapter 1, Part VI, Chapter 9, Part VIII, and Chapter 11, Part I).

**Benefit** – Under the **FRS Pension Plan**, any monthly payment from the retirement trust fund to a **member**, **retiree**, or **beneficiary** (for more on FRS Pension Plan benefits, see Chapter 9, Parts II and II, Chapter 10, Part VI, Chapter 11, Parts I and II, and Chapter 12, Part I). (For information on benefits available under the FRS Investment Plan, see the definitions of “Defined Contribution Plan” and “FRS Investment Plan”; also see Chapter 9, Part XV, and Chapter 10, Part VI.)

**Blended Contribution Rate or Uniform Contribution Rate** – The uniform contribution rate required for each class of membership in the FRS, sufficient to fund both Part I and Part II of the FRS in an **actuarially** sound manner, as provided in Part III of Chapter 121, Florida Statutes (for more on contributions and contribution rates, see Chapter 2, Part II).

**Bonus** – A payment made in addition to an employee’s regular or overtime salary (see Chapter 2, Part I, section B). A bonus is usually nonrecurring, does not increase the employee’s base rate of pay, and includes no commitment for payment in a subsequent year. Such payments are not considered **compensation**. Employers may not report such payments to the division as salary, and may not make retirement **contributions** on such payments (see Chapter 2, Part I, section B).

**Break in Service** – An interruption in the continuous service of a **member** where any of the following situations occurs:

(a) The member **terminates** employment in a position covered by the FRS or any existing retirement system and receives a refund of the accumulated **contributions** the member has made, even though the member later claims **prior service** and repays the refunded contributions.

(b) The member has an absence of one calendar month or more from an employer’s payroll, except for periods of absence where an **employer-employee** relationship continues to exist and such absence is creditable under the FRS or one of the **existing systems**.

## C

**Closed Retirement Systems** – The retirement systems that existed before December 1, 1970, and are now closed to new members (also called **Existing Systems**). These systems were consolidated under the FRS by Chapter 121, Florida Statutes, and include the **State and County Officers and Employees’ Retirement System**, the **Teachers’ Retirement System**, the **Highway Patrol Pension System**, and the **Judicial Retirement System**, as established by Chapters 122, 238, 321, and 123, Florida Statutes.

**Compensation** – The monthly salary paid a **member** by the **employer** for work performed arising from that employment (see Chapter 2, Part I, for wages that are and are not included in compensation).

**Contribution** – Regular payment by **employers and employees**, on behalf of FRS members, of the percentage of reported **compensation** required by law to fund the members’ retirement **benefits**. The term may also refer to payments made by **members** or their employers to purchase service credit or pay for upgraded service. (For more on contributions, see Chapter 2.)

**Contribution Rate** – The percentage of **compensation** required to fund each **member’s** future retirement **benefits** (through employer and employee **contributions**). Contribution rates vary, depending on retirement plan, **membership class** and other factors (for rates by plan and class, see Chapter 2, Part II).

**Cost-of-Living Adjustment** or **COLA** – An annual increase in the **FRS Pension Plan** retirement **benefit**. The increase is implemented each year on July 1, and is intended to help offset the effects of inflation. The first COLA is prorated for any **member** who is retired for less than a full year on July 1. (See Chapter 10, Part IX, Chapter 11, Part IV, and Chapter 12, Part III, for more on COLAs.)

**Covered Employment or Covered Position** – Employment in a **regularly established position** with an **employer** that participates in the FRS.

**Creditable Service** – Service for which a **member** earns retirement credit by receiving **compensation** for work in a **regularly established position** with an **employer** that participates in the FRS, plus any additional service for which the member may purchase retirement credit (see Chapter 7).

# D

**Death in Line of Duty** – Death arising out of and in the actual performance of duty required by a member's employment during regularly scheduled working hours or irregular working hours as required by the **employer** (see Chapter 11, Part II).

**Deferred Monthly Benefit** – A **benefit** to which a **member** or his designated **beneficiary** is entitled at the time the member **terminates** employment, but for which the member or his designated beneficiary chooses to postpone applying until a later date (see Chapter 9, Part V, and Chapter 11, Part II, section A). The deferred monthly benefit will be calculated based on actual service earned, **AFC** at termination, and the member's age at the time of application.

**Deferred Retirement Option Program** or **DROP** – An elective program available for eligible members of the **FRS Pension Plan**, TRS, and SCOERS who are eligible for **normal retirement**. Under this program, a **member** effectively retires and continues **covered employment** for up to five years. While in DROP, the member's monthly retirement **benefits** accumulate, earning **interest** and annual **cost-of-living adjustments**. When the DROP period concludes, the participant **terminates** covered employment and begins receiving a predetermined monthly retirement benefit, as well as the accrued DROP benefit. (For more on DROP, see Chapter 9, Part XIV).

**Deferred Retirement Option Program Participant** – Any **member** who elects to retire and participate in the **Deferred Retirement Option Program**. (For more on DROP, see Chapter 9, Part XIV).

**Defined Benefit Plan** – An employer-sponsored retirement plan under which **members** are promised a lifetime **benefit** at retirement if they meet certain age and/or service requirements. The benefit amount is based on the member's earnings, length of service, and service accrual value. Promised benefits are pre-funded by **contributions** made by the **employer**, **employee**, or both, plus investment earnings. All promised benefits to current and future **retirees** and other eligible **beneficiaries** are guaranteed under the plan.

**Defined Contribution Plan** – An employer-sponsored retirement plan under which **contributions** are made by the **employer**, **employee**, or both, to individual **member** accounts to generate funds for future distribution to the member. The **benefit** amount is the sum that accumulates in the member's account, based on contributions made, plus investment earnings, less fees and expenses. Members may have to meet certain age and/or service requirements to receive account accumulations. It is the responsibility of the member (employee) to ensure, through investment, that sufficient moneys are raised to provide adequate income in retirement. The FRS Investment Plan, the State University System Optional Retirement Program, the Senior Management Service Optional Annuity Program, and the State Community College System Optional Retirement Program are defined contribution plans.

**Disability** – Total and permanent disability by reason of a medically determinable physical or mental impairment that prevents a person from rendering useful and efficient service as an **officer** or employee. (This term is defined for purposes of qualifying for disability retirement under the **Florida Retirement System**; for more on disability retirement, see Chapter 10).

(a) **In-Line-of-Duty Disability** – Means disability resulting from an injury or illness arising out of and in the actual performance of duty required by a member's employment during his regularly scheduled working hours or irregular working hours as required by the employer.

(b) **Regular Disability** – Means disability from injury or illness suffered other than in the line of duty.

**Division** – The Division of Retirement of the Department of Management Services (for information on the division's responsibilities, see the Introduction to this handbook).

# E

**Early Retirement Date** – The first day of the month following the date a **member** becomes **vested** and elects to receive retirement **benefits** before reaching the **normal retirement date** (see Chapter 9, Part I).

**Effective Retirement Date** – The first day of the month in which retirement **benefits** begin to accrue (see Chapter 9, Part V).

**Elected Officers' Class** – FRS **membership class** for elected state and county **officers**, and for those elected municipal or **special district** officers whose governing body has chosen to participate in the Elected Officers' Class for its elected officers. (For more on Elected Officers' Class membership, see Chapter 1, Part IV, section E.)

**Employee** – Any person employed in a **regularly established position** with a participating employer (see definitions of Employer and Regularly Established Position).

**Employer** or **Participating Employer** – Any agency, branch, department, institution, university, institution of higher education, or board of the **state**, or any county agency, branch, department, board, district school board (or charter school or charter technical career center), metropolitan planning district or **special district** of the state, or any city of the state which participates in the FRS for the benefit of certain of its **employees**.

**Enrollment** – The act by an **employer** agency of establishing membership in the FRS for all or any of its **employees** (see Chapter 1).

**Existing Systems** – See definition for Closed Retirement Systems.

# F

**Fiscal Year** or **Plan Year** – For the FRS and other [state](#)-administered retirement systems, a 12-month period beginning July 1 and ending on June 30.

**Florida Administrative Code** or **F.A.C.** – Rules and regulations of Florida regulatory agencies implementing enacted legislation, as adopted by such agencies and filed with the Department of State under the provisions of Chapter 120, Florida Statutes.

**Florida Retirement System** or **FRS** – The retirement system established in December 1970 to consolidate the existing pension plans (now [closed retirement systems](#)) and provide a retirement, [disability](#), and survivor benefit program for participating [state](#) and local government [employees](#). Today, the FRS is a single retirement [system](#) consisting of two primary retirement plans and other nonintegrated programs administered under Chapter 121, Florida Statutes. The primary plans are a [defined benefit plan](#) established under Part I and a [defined contribution plan](#) established under Part II of that chapter. In addition, alternative non-integrated optional defined contribution programs are available for specified employee groups under Part I, including the [State University System Optional Retirement Program](#), the [State Community College System Optional Retirement Program](#), and the [Senior Management Service Optional Annuity Program](#).

**FRS Investment Plan** or **Investment Plan** – A [defined contribution plan](#) created under Part II of Chapter 121, Florida Statutes, which began enrolling members in July 2002. (See Chapter 9, Part XV; see also definitions for Florida Retirement System and Defined Contribution Plan).

**FRS Pension Plan** or **Pension Plan** – This plan is a [defined benefit plan](#) administered under Part I of Chapter 121, Florida Statutes. The [benefits](#) to be paid at retirement are guaranteed by the plan, and are based on a formula determined by the plan (see also definitions for Florida Retirement System and Defined Benefit Plan).

# H

**Health Insurance Subsidy** or **HIS** – A supplemental benefit under the Retiree Health Insurance Subsidy Program that may be paid to FRS retirees or eligible [beneficiaries](#) to help them cover the cost of health insurance premiums (see Chapter 12, Part II). The HIS amount is based on length of service. The HIS benefit is not guaranteed and is subject to annual appropriation by the legislature and availability of funds in the HIS Trust Fund.

**Highway Patrol Pension System** – The retirement system established by Chapter 321, Florida Statutes, closed to new members effective December 1, 1970, and consolidated into the FRS (see also Closed Retirement Systems).

# I

**Independent Contractor** – An individual who is not subject to the control and direction of the **employer** for whom work is being performed, with respect not only to what shall be done but to how it shall be done. If the employer has the right to exert such control, an **employee**–employer relationship exists, and the person is an employee and not an independent contractor (see Chapter 1, Part XI).

**Initial Benefit** – The first monthly retirement **benefit** payable to a **retiree** or **beneficiary** in accordance with the laws governing the determination of such benefit at time of retirement or death.

**In Line of Duty** – In the actual performance of the duties required by the member's **employer** during regular scheduled work hours or irregular work hours.

**In-State Service** – Periods of Florida employment not covered under the FRS, for which a **member** of the **FRS Pension Plan** may purchase retirement credit under the plan (see Chapter 7, Part III, section E), if specified criteria are met. In-state service includes public employment in Florida not covered by the FRS and employment in charter schools or in any nonpublic school or college in Florida that is accredited by the Southern Association of Colleges and Schools.

**Interest** – The amount charged on money owed to the FRS Trust Fund, or, for participants of the **Deferred Retirement Option Program**, the amount earned on retirement **benefits** that accrue on a participant's behalf. Interest owed is charged from the date required for the type of service purchased and is compounded annually each June 30, while DROP interest is earned from the month following deposit and is compounded monthly (see Chapter 7, Parts II and III, and Chapter 9, Part XIV).

# J

**Joint Annuitant** – A type of **beneficiary** who is eligible to receive certain continuing **benefits** upon an **FRS Pension Plan** member's death. If a **member** retires or enters DROP and chooses benefit payment **Option 3** or **4**, the member's beneficiary must be a joint annuitant to receive continuing benefits after the member's death (see Chapter 11, Part I). To qualify as a joint annuitant, the beneficiary must be:

- (a) The member's spouse; or
- (b) The member's natural or legally adopted child who is either under age 25 or physically or mentally incapable of self-support; or
- (c) The member's parent or grandparent who was dependent upon the member for at least one-half of financial support at the time of death; or
- (d) A person for whom the member is the legal guardian, and who was dependent upon the member for at least one-half of financial support at the time of death.

Special provisions may apply if the member dies before retirement.



**Judicial Retirement System** – The retirement system established by Chapter 123, Florida Statutes, closed to new members effective July 1, 1972, and consolidated under the FRS (see also the definition for Closed Retirement Systems).

## L

**Leave of Absence** – An authorized leave of absence from **covered employment** after November 30, 1970, for which retirement credit may be received (see Chapter 7, Part III, section D).

**Local Agency Employer** – Any of the following entities that participate in the **Florida Retirement System**: The board of county commissioners or other legislative governing body of a county, including that of a consolidated or metropolitan government; a clerk of the circuit court; a sheriff, property appraiser, tax collector, or supervisor of elections, provided that such **officer** is elected or appointed to fill a vacancy in an elective office; a community college or district school board; a public charter school or charter technical career center; or any council, commission, authority, or other governmental entity that is created or authorized by general or special law and is independent of any other local agency **employer**. The term also includes any city, metropolitan planning district, or **special district** of the **state** that has elected to participate in the **system** under section 121.051(2)(b), Florida Statutes.

## M

**Member** – Any **officer** or **employee** who is covered by the provisions of the FRS or one of the **existing systems** (see Chapter 1).

**Membership Class** – Grouping of **officers** and **employees** in the FRS for retirement purposes. FRS members participate in the following membership classes: The **Regular Class**, **Special Risk Class**, **Special Risk Administrative Support Class**, **Senior Management Service Class**, and **Elected Officers' Class** (see Chapter 1, Part IV).

## N

**Non-Covered Employer** – Any public or private employer that does not participate in the FRS.

**Normal Retirement** or **Normal Retirement Date** – The date that a **member** qualifies to retire under the **FRS Pension Plan** with unreduced **benefits**, by meeting the age or service requirements for the member's class of membership. The normal retirement date occurs on the first day of the month that a **vested** member attains the required age, or on the first day of the month following the date that a member completes the required service. Normal retirement age is attained on the normal retirement date (see Chapter 9, Part I).



# O

**Officer** or **Employee** – Any person employed in a [regularly established position](#) with a [participating employer](#) (see definitions of Employer and Regularly Established Position).

**Option** – The choice of [benefit](#) payment method made by a retiring [member](#) of the [FRS Pension Plan](#), in accordance with the four benefit payment options available under this plan (see Chapter 9, Part VII).

**Other Personal Services (OPS)** – Funding category for services rendered for a [state agency](#) by an [employee](#) who is not filling a [regularly established position](#) and is therefore not eligible for membership in the [Florida Retirement System](#) (see section 216.011(1)(x), Florida Statutes, for more information).

**Out-of-State Service** – Periods of public employment in another state or for the Federal Government for which a [member](#) of the [FRS Pension Plan](#) may purchase retirement credit under the plan, if specified criteria are met (see Chapter 7, Part III, section E).

# P

**Participation** or **Participating** – Being subject to the provisions of the FRS and making the [contributions](#) required by Chapter 121, Florida Statutes, and Rule Chapter 60S, [Florida Administrative Code](#).

**Past Service** – Service for which a [member](#) of the [FRS Pension Plan](#) may purchase credit based upon:

- (a) Active employment with a city or [special district](#) before the city or special district covered the [employee](#) group under the FRS;
- (b) Service before January 1, 1968, in the Cuban Refugee Assistance Program administered by the Florida State Department of Public Welfare; or
- (c) Active employment with the City of Jacksonville by eligible employees of the Fourth Judicial Circuit who were in an employee-[employer](#) relationship with the City of Jacksonville on June 30, 2004, and became employed with the [State](#) Courts System on July 1, 2004, due to revision of Article V of the State Constitution (see Chapter 7, Part III, section A).

**Payee** – A [retiree](#) or [beneficiary](#) of a retiree who is receiving a retirement [benefit](#) payment.

**Phased Retirement Program** – A program contracted by the governing board of a university or community college in which a [retiree who retired before July 1, 2010](#), may be reemployed in a faculty position provided: (a) The [member](#) retired and met the definition of [termination](#); (b) The retired member is reemployed for not more than 780 hours during the first 12 months of retirement; and (c) The retired member is reemployed with the university or community college from which the member retired. Retirees with an effective retirement date, or initial distribution received, on or after July 1, 2010, are not eligible for a reemployment exception in the seventh through twelfth calendar months after the effective retirement date or the month the distribution was received. (See definition of “Reemployment” and see Chapter 1, Part VIII, and Chapter 13, Part III.)

**Plan Choice Administrator** – The Third Party Administrator (TPA) hired by the State Board of Administration, pursuant to section 121.4501(8)(b)1., Florida Statutes, to provide administrative services for the [FRS Investment Plan](#) (currently Alight Solutions).

**Previous Service** – The number of years, complete months and any fractional part of a month, recognized and credited by an [employer](#) and approved by the [Administrator](#), of service under one of the retirement systems established by Chapters 121, 122, 123, 238, or 321, Florida Statutes.

**Prior Service** – Employment with an agency [participating](#) in a state-administered retirement system for which either no [contributions](#) were paid or contributions were paid and later withdrawn (see Chapter 7, Part III, section B).

# R

**Reemployment** – Employment after retirement under the FRS. In most cases, this term refers to post-retirement employment with [participating employers](#) (see Chapter 1, Part VIII). However, for [disability retirees](#) under the FRS, prohibited reemployment occurs whenever the disabled retiree is gainfully employed by any employer, public or private (see Chapter 10, Part VIII).

**Regular Class** – The FRS membership class for any [member](#) of the FRS not assigned to the [Special Risk Class](#), a [Special Risk Administrative Support Class](#), an [Elected Officers' Class](#), or a [Senior Management Service Class](#) (for more on Regular Class membership, see Chapter 1, Part IV, section B).

**Regularly Established Position** – A [covered position](#) with a [participating employer](#) in the FRS. In a [state agency](#), a regularly established position is one that is authorized and established pursuant to law and is compensated from a salaries appropriation under section 216.011(1)(x)1. and 2., Florida Statutes, or an established position that is authorized under section 216.262(1)(a) and (b), Florida Statutes, and is compensated from a salaries account as provided by rule (does not include OPS positions). At the local level, it is a position that will be in existence for more than six consecutive months, except as otherwise provided by rule. (See definition of Employer; also see Chapter 1, Part II.)

**Renewed Member** – A [retiree](#) reemployed in a [regularly established position](#) and earning creditable service toward a subsequent retirement benefit. However, retirees initially reemployed in a regularly established position on or after July 1, 2010, through June 30, 2017, are not eligible for renewed membership and will not earn creditable service toward a subsequent retirement benefit. (This restriction includes retirees of the FRS, SUSORP, SMSOAP, SCCSORP, and any alternative programs for withdrawn local senior managers.) Effective on or after July 1, 2017, retirees of the FRS Investment Plan, SUSORP, SMSOAP, or SCCSORP are eligible for renewed membership if employed in a regularly established position with an FRS employer and must participate in the FRS Investment Plan unless the position is covered by the SUSORP or the SCCSORP when the member is initially enrolled.

**Retiree** – A former **member** of one of the retirement systems established by Chapters 121, 122, 123, 238, and 321, Florida Statutes, who has **terminated** employment and is receiving **benefits** from the **system**. This term also includes a person who retired and is receiving benefits under section 112.05, Florida Statutes, and a DROP participant who has not terminated employment.

## S

**Senior Management System Optional Annuity Program** or **SMSOAP** – A nonintegrated **defined contribution plan** offered under the FRS as an optional alternative for eligible state senior managers (see Chapter 1, Part IV, section H). The SMSOAP provides retirement and death benefits through contracts with designated provider companies. The **employer** and participant contribute a percentage of the participant's salary as required by law to the participant's account, and the participant may contribute an additional voluntary amount. The SMSOAP provides for full and immediate **vesting** of all **contributions** made by or on behalf of participants. Effective July 1, 2017, the SMSOAP is closed to new members.

**Senior Management Service Class** – FRS membership class for members who fill senior-level management positions assigned by law to this class or authorized by law as eligible for designation under this class (for more on this class, see Chapter 1, Part IV, section F).

**Sick Leave Payment** or **Accumulated Sick Leave Payment** – Payment for leave accrued during an employee's career that was intended for use in the event of sickness, injury or other health problems of a **member** or the member's family. Such payments are not treated as **compensation** for retirement purposes. (See Chapter 2, Part I, section B, and Chapter 9, Part IX.)

**Special District** – An independent local unit of special-purpose, as opposed to general-purpose, government within a limited boundary, created by general law, special act, local ordinance, or by rule of the Governor and Cabinet (see Chapter 1).

**Special Risk Administrative Support Class** – An FRS membership class established in 1982 for special risk members who are employed in or reassigned to a position that provides administrative support for a special risk **employer**, but who no longer meet the criteria for special risk membership (for more on this class, see Chapter 1, Part IV, section D, and Chapter 9, Part I).

**Special Risk Class** – The FRS membership class for eligible **members** who are employed as law enforcement officers, firefighters, correctional officers, paramedics, or emergency medical technicians, or as health care workers specified under section 121.0515(2)(f), Florida Statutes, and who meet the criteria in the retirement laws and rules to qualify for this class. The class also covers eligible members employed as: Community-based correctional probation officers and certain health care workers at correctional and forensic institutions within the Departments of Corrections or Children and Family Services, **employees** engaged in fire prevention, firefighter training, or aerial surveillance, specified employees in forensic position with the Florida Department of Law Enforcement, sheriff, or coroners' offices, and certain youth custody officers within the Department of Juvenile Justice. (For more on this class, see Chapter 1, Part IV, section C.)

**State** – The State of Florida.

**State-Administered Retirement System** – Any of the retirement systems administered by the State Division of Retirement: The FRS (which includes the [State University System Optional Retirement Program](#) and the [Senior Management Service Optional Annuity Program](#)), [Teachers’ Retirement System](#), [State and County Officers and Employees’ Retirement System](#), [Highway Patrol Pension System](#), and [Judicial Retirement System](#). This term also includes the State Community College System Optional Retirement Program that is administered by each community college that chooses to offer this program.

**State and County Officers and Employees’ Retirement System** or **SCOERS** – The retirement system established by Chapter 122, Florida Statutes, closed to new members effective December 1, 1970, and consolidated under the FRS (see also Closed Retirement Systems).

**State Community College System Optional Retirement Program** or **SCCSORP** – Nonintegrated [defined contribution plans](#) offered by [participating](#) community colleges as an optional alternative to the FRS for eligible full-time community college [employees](#) (see Chapter 1, Part IV, section G). The SCCSORP provides retirement and death benefits through contracts with designated provider companies. The community college and participant contribute a percentage of the participant’s salary as required by law to the participant’s account, and the participant may contribute an additional voluntary amount. The SCCSORPs provide for full and immediate [vesting](#) of all [contributions](#) made by or on behalf of participants.

**State University System Optional Retirement Program** or **SUSORP** – A nonintegrated [defined contribution plan](#) provided under the FRS as an alternative for eligible state university faculty, administrators, and professional staff (see Chapter 1, Part IV, section G). The SUSORP provides retirement and death benefits through contracts with designated provider companies. The university and participant contribute a percentage of the participant’s [compensation](#) as required by law to the participant’s account, and the participant may contribute an additional voluntary amount. The SUSORP provides for full and immediate [vesting](#) of all [contributions](#) made by or on behalf of participants.

**State Agency** – Any agency, branch, department, institution, university, institution of higher education, or board of the state that [participates](#) in the FRS.

**System** – The general retirement system established by Chapter 121, Florida Statutes, known as the [Florida Retirement System](#), which includes both the [defined benefit plan](#) administered under Part I and the [defined contribution plan](#) administered under Part II of Chapter 121, Florida Statutes.

# T

**Teachers' Retirement System** or **TRS** – The retirement system established by Chapter 238, Florida Statutes, closed to new members effective December 1, 1970 (see also Closed Retirement Systems).

**Temporary Position** – A position with a **participating employer** that is not a **regularly established position** and is not covered for retirement under the **Florida Retirement System**. In state government, a temporary position is an employment position which is authorized under section 110.131, Florida Statutes, and is compensated from an **other personal services (OPS)** account, as provided for in section 216.011(1)(x), Florida Statutes. At the local level, it is an employment position which will exist for less than six consecutive months, or other employment position as determined by rule of the **division**, regardless of whether it will exist for six consecutive months or longer (see definitions for Employer and Regularly Established Position; also see Chapter 1, Part III).

**Terminate** or **Termination** – There are termination requirements that affect a member's retirement benefit if the member is employed by or provide services to an FRS participating employers during the first 12 calendar months of the member's retirement without DROP participation or 12 calendar months after the member's DROP termination date.

The first six calendar months of a member's retirement require the member to be terminated. A member must meet the definition of termination by severing all employment relationships with all FRS participating employers for the first six calendar months of a member's retirement or the first six calendar months after a member's DROP termination date. This includes providing any service, whether paid or unpaid, to any FRS participating employer, even if that service is provided through a third-party company or as an independent contractor.

If a member does not meet the definition of termination, the member will void retirement. The member and the member's employing agency are jointly and severally liable for repaying any retirement benefits the member received (including a DROP payout) while working or providing services to an FRS participating employer during this required termination period.

Voiding retirement applies even if the position the member holds is not covered by the FRS but is with an FRS employer. This restriction also applies to employment with the same employer if the member's agency withdrew from the FRS effective January 1, 1996, for newly hired employees.

A three calendar month separation from employment with all FRS employers is required to receive a refund of required employee contributions in the Pension Plan or to receive a distribution under the SUSORP or SMSOAP.

# V

**Vest, Vested or Vesting** – The guarantee that a **member** is eligible to receive a future retirement **benefit** upon completion of the required years of **creditable service** for the employee’s class of membership, even though the member may have **terminated covered employment** before reaching the normal or **early retirement date** (see Chapter 9, Part I).

# W

**Work Year** – The period of time an **employee** is required to work to receive a full year of retirement credit (see Chapter 3, Part VII, for information on the work period).

**Workers’ Compensation Credit** – Retirement credit received by a **member** for a period during which the member is eligible to receive or receives Workers’ Compensation payments for an illness or injury occurring during employment as a member (see Chapter 7, Part III, section F).

**STATUTORY REFERENCE:**

Sections 121.021, 121.051(2)(c), 121.55(6), and 121.35, Florida Statutes

**FRS RULE REFERENCE:**

Sections 60S-6.001, 60U, and 60V, Florida Administrative Code